

**Listing of Claims:**

1. (Currently Amended) A method for providing a salary report to a self designated survey group, comprising the steps of:

establishing a salary survey service on a server for storing and accessing salary data, said service establishing step comprising establishing, for a self designated group, parameters for inclusion in said self-designated group and job positions to include in the salary survey;

accepting memberships from a plurality of companies to the salary survey service;

receiving, verifying and storing salary data from a plurality of member companies in a database associated with the server;

aging at least a portion of said salary data utilizing at least one annual growth rate selected at the time of generating said report for at least a portion of said stored salary data;

grouping at least one job position from the plurality of companies into survey group; and entering a plurality of parameters utilizing standard query language, said parameters comprising at least one of receiving at least one geographical parameter defining at least one geographical region for said salary report, at least one job position, at least one company size designator, an industry designator, and one annual growth rate expressed as a percentage; and

generating a salary report for the survey group and for said entered  
parameters at least one geographical region using the aged salary data.

2. (Currently Amended) The method of Claim 1, wherein members of the survey group are from at least one of a same industry, ~~revenue~~ size, profession, or geographic region.

3. (Original) The method of Claim 1, wherein the plurality of members to the salary service comprise companies.

4. (Original) The method of Claim 1, wherein the plurality of members to the salary service comprise individuals.

5. (Previously Presented) The method of Claim 1, wherein the plurality of members to the salary service comprise members of at least one trade association.

6. (Original) The method of Claim 1, wherein the step of accepting memberships comprises accepting contributor memberships and subscriber memberships.

7. (Currently Amended) The method of Claim 1, further comprising the  
step of forming at least one subgroup comprising less than all of the members of said

~~group, wherein the step of grouping further includes the step of receiving designations indicating the members to be included in the survey group.~~

8. (Previously Presented) The method of Claim 1, wherein the step of generating further includes the step of receiving at least one parameter defining information to be presented by the salary survey.

9. (Previously Presented) The method of Claim 1, further comprising the step of providing Internet access to said report, wherein the step of providing access further comprises the step of providing access to only members of the survey group.

10. (Original) The method of Claim 1, wherein the step of providing access further comprises the step of providing access to the plurality of members of the salary survey service.

11. (Original) The method of Claim 1, wherein the salary data relates to predetermined job positions.

12. (Currently Amended) A method for providing a salary report to a survey group, comprising the steps of:

establishing a salary survey service on a server for storing and accessing salary data;

accepting salary data from a plurality of participants to the salary survey service;

receiving, verifying and storing the salary data from the participants in a database associated with the server;

receiving designations from the participants indicating the particular type of participants to be included in a survey group, wherein said designations include geographical information;

grouping a portion of the participants into the survey group designated by a portion of the plurality of participants;

receiving parameters defining information to be presented by the salary survey;

providing participants with the ability to select particular job positions which are surveyed;

aging at least a portion of said salary data at the time of generating said report for at least a portion of said stored salary data;

generating a salary report for the survey group using the aged salary data; and

providing access via an Internet to the salary report.

13. (Original) The method of Claim 12, wherein members of the survey group are from at least one of a same industry, revenue size, profession, or geographic region.

14. (Original) The method of Claim 12, wherein the plurality of members to the salary service comprise companies.

15. (Original) The method of Claim 12, wherein the plurality of members to the salary service comprise individuals.

16. (Original) The method of Claim 12, wherein the plurality of members to the salary service comprise trade associations.

17. (Original) The method of Claim 12, wherein the step of providing access further comprises the step of providing access to only members of the survey group.

18. (Original) The method of Claim 12, wherein the step of providing access further comprises the step of providing access to the plurality of members of the salary survey service.

19. (Currently Amended) The method of Claim 12, wherein the salary data relates to said predetermined job positions.

20. (Currently Amended) A system for providing a salary survey report to participants of a survey group via an Internet, comprising:

a database for storing salary data; and

a server providing access to the Internet, said server configured to:

accept salary data from participants of a salary survey service;

store the salary data received from at least a portion of the participants in an unverified salary the database;

check said unverified salary data;

transfer verified data to a wage information database table;

~~age said salary data utilizing at least one annual growth rate selected at the time of generating said report for at least a portion of said stored salary data;~~

group a portion of the plurality of participants into a survey group designated by the portion of the plurality of participants;

generate a salary report for participants of the survey group ~~using the aged salary data;~~ and

provide access to the salary survey via the Internet.

21. (Currently Amended) A system according to Claim 20, wherein participants of the survey group are grouped according to ~~from~~ at least one of ~~a same~~ industry, ~~revenue~~ size, profession, or geographic region.

22. (Previously Presented) A system according to Claim 20, wherein the plurality of participants to the salary service comprise companies.

23. (Previously Presented) A system according to Claim 20, wherein the plurality of participants to the salary service comprise individuals.

24. (Previously Presented) A system according to Claim 20, wherein the plurality of participants to the salary service comprise trade associations.

25. (Previously Presented) A system according to Claim 20, wherein said participants comprise contributing members and subscriber members.

26. (Previously Presented) A system according to Claim 20, wherein the server is further configured to receive designations indicating the participants to be included in the survey group.

27. (Previously Presented) A system according to Claim 20, wherein the server is further configured to receive at least one parameter defining information to be presented by the salary survey.

28. (Previously Presented) A system according to Claim 20, wherein the server is further configured to provide access to only participants of the survey group.

29. (Previously Presented) A system according to Claim 20, wherein the server is further configured to provide access to the plurality of participants of the salary survey service.

30. (Currently Amended) A system according to Claim 20, wherein the salary data is related to said predetermined job positions.

31. (Cancelled)

32. (Previously Presented) A method according to claim 8 wherein said at least one parameter comprises company size.

33. (Previously Presented) A method according to claim 8 wherein said at least one parameter comprises at least one industry.

34. (Previously Presented) A method according to claim 8 wherein said at least one parameter comprises at least one geographic region.

35. (Previously Presented) A method according to claim 27 wherein said at least one parameter comprises company size.

36. (Previously Presented) A method according to claim 27 wherein said at least one parameter comprises at least one industry.

37. (Previously Presented) A method according to claim 27 wherein said at least one parameter comprises at least one geographic region.

38. (Previously Presented) A method according to claim 1 further comprising the steps of holding received data for verification and releasing said salary data after verification.

39. (New) A method according to claim 12 wherein said steps of receiving, verifying and storing salary data comprise initially locating received data in an unconfirmed data base table, verifying data from said unconfirmed database table, and transferring verified data to a wage information database table.

40. (New) A method according to claim 39 wherein data which was in said wage information database table and was replaced by verified data, is archived.

41. (New) A method according to claim 1 wherein said steps of receiving, verifying and storing salary data comprise initially locating received data in an unconfirmed data base table, verifying data from said unconfirmed database table, and transferring verified data to a wage information database table.

42. (New) A method according to claim 41 wherein data which was in said wage information database table and was replaced by verified data, is archived.